

	 Introducing Change Management	 Developing the Fundamentals	 Building the Foundations	 Creating Mastery
Features	Why, where CM fits CM capability, building the business case and how to set up your change for success	Change cycle, dealing with and leading change, choosing a methodology, how to get started	APMG CM Foundation Accreditation Rapid Agile ASPIRE	APMG CM Practitioner Accreditation
Audience	All employees, Project, HR, IT Teams	All employees, Project, HR, IT Teams	Practitioners: CM, IT, HR, PM, BA, Business Leads	Practitioners: CM, IT, HR, PM, BA, Business Leads
Delivery Model	Speaker event Informal Breakfast or Lunch/Learn sessions	Workshop Half/full day Public or In-house	Certification 2 – 3 days interactive classroom learning	Certification 1.5 days scenario based learning

Can't wait? Want to know more?

Who are MEUUS?

MEUUS is an organisation that has been set up to focus on effective and embedded change. We do this by using a structured approach to roll out change and back it up with templates, models and education. Through our Change Management Academy we can rollout training to organisations, teams and individuals to upskill them in techniques and interaction experiences to enable a smooth and effective change process.

We are passionate about the Change and People Engagement - our mission is to help you realise your full potential, adding the value and impact you visualise.

MEUUS are here to assist, encourage and support you take the next step in your journey.

Janice Marcon
Director

Janice is an accomplished human resources executive with extensive experience in working with Executive Teams in aligning employees to the strategic objectives of organisations to enable them to maximise business outcomes. A key strength is an ability to build strong relationships with operational success and developing high performing cultures within organisations.



Contact MEUUS:
info@meuus.com.au

Janice: +61 403 765 539
janice@meuus.com.au

Bev Andrews
Director



Bev is an experienced Change Management specialist who has devoted the past 20 years of her career to delivering business solutions across a broad range of services in a diverse set of industries. Bev has extensive experience in Organisational Management – managing, developing and facilitating change in order to achieve organisational improvement and transformation.

Bev: +61 457 803 925
bev@meuus.com.au

Change Management Academy

Professional Development

Interactive learning, training, certification and accreditation



How do we develop individual capability to enable engagement, growth and personal resilience?

Professional development options

Getting to Know Me

ASPIRE Certification

**Leading with Social +
Emotional Intelligence
(SEIP)[®]**

**APMG CM Foundation &
Practitioner Accreditation**

Communicating Change

**Rapid Agile Change
Management (RACM)**

Getting to know “ME”

In this dynamic world we live in we have little to time examine what makes us tick!

This course is all about the “ME” in MEUUS (ME-U-US). It will examine how you step out into the world. What makes you react the way you do. It will get you to examine if can you change how you digest and respond to stimuli. At the end of this course you will have a better insight into your predicted behaviour to situations.



What makes “ME” tick

- Understanding different personality styles
- Understanding your individual style
- Determine who you naturally align yourself with and why
- Develop techniques for dealing with individuals you don’t naturally “gel” with
- Learn how to adapt how you operate to get better communications and business outcomes

What we will focus on

- We will measure your tendencies and preferences – which are reflected in your pattern of behaviour
- You will get time to reflect on the challenges you have in your work environment and how best to tackle them
- We will focus on how you can better influence and engage people at work, achieving more dynamic and business focused outcomes

Enhance you ability to communicate to others

- Learn how you interact with different personality styles
- Examine ways you can better interact with all types of people
- Learn how to be comfortable with the way you communicate

Who will benefit from this course?

- Change professionals, business leads, HR professionals and consultants who are looking to increase their influencing skills in their role
- Individuals who want to understand themselves more
- Change professionals, business leads, HR professionals and consultants who want to become more at ease when dealing with difficult people and situations

About the facilitator

Janice is an accomplished human resources executive with extensive experience in working with Executive Teams in aligning employees to the strategic objectives of organisations to enable them to maximise business outcomes. A key strength is an ability to build strong relationships with operational success and developing high performing cultures within organisations.

Janice has spent years creating dynamic and achieving organisations, and is passionate about developing people within organisations.



Course Details

DATES: 10 May 2019
26 July 2019

Duration: 7 hours

Cost: \$695 + GST

Enquiries & Bookings:
info@meuus.com.au

Know Me, Myself and I

Want to improve your effectiveness, we will delve further into your style to understand how.

Following on from the “Know Me” course, we will further explore how you think, feel and react to stimulus.



What we will focus on

- How you respond to stimuli
- Understanding why you respond the way you do
- Developing techniques to help you respond differently to make your interactions more effective
- Understanding the “innate” you and how aligned you are with it
- Listen and understand your self talk

Enhance your effectiveness

- Learn how your self talk encourages or discourages you in your approach in achieving
- Uncover the areas you need to focus on so that you can increase your personal effectiveness

Who will benefit from this course?

- Change professionals, business leaders, HR professionals and consultants who are looking to increase their influencing skills in their role
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Exploring you

- Why do you respond to situations the way you do?
- How do you make your interactions with people more effective?
- Challenge the way you think and how you can train yourself to respond differently.
- What do you say to yourself after you have accomplished something?
- Do you praise yourself or point out what you haven't done?

Course Details

DATES: 10 May 2019
26 July 2019

Duration: 7 hours

Cost: \$750 + gst

Enquiries & Bookings:
info@meuus.com.au

MEUUS ASPIRE Change Fundamentals

This three-day course is the Change Management Academy's flagship business training course and is designed to provide you with the skills and techniques you need to successfully manage change in a business environment.

The ASPIRE Change Fundamentals Program is designed for emerging Change Management Practitioners, Project Managers, Business Leaders, Analysts and everyone with an interest in improving business outcomes and individual performance organisations.

Foundation - 2 days

MEUUS Change Management Fundamentals course covers an overview into modern change frameworks and the use of the ASPIRE model: Awareness, Strategy, Plan, Implement, Readiness/Embed. Using a blend of theory and real life change scenarios, learn how to apply change management standards to every type of change initiative.

ASPIRE aligns to the Association of Change Management Professionals (ACMP) Change Management Standards and provides additional tools and templates as a starting guide for those new to the change management profession.

Learn the ASPIRE Model

Awareness – assess the impacts

Strategy - Strategies for success

Plan - Plan and be prepared

Implement – Implement effectively

Readiness/Embed - Prepare the environment and ensure the change has been embedded



Objectives

- Develop a working knowledge of the ASPIRE Change Methodology
- Assess current readiness, organisational strengths and potential risks that will impact the success of your change
- Prepare readiness criteria aligned to operational readiness and project benefits
- Understand the elements required to develop a relevant change strategy aligned to business outcomes
- Develop a basic plan aligned to project and business expectations that make sure desired business outcomes are satisfied
- Learn how to identify, prepare and respond effectively to unplanned changes

RECEIVE

- Tools and templates to start you on your Change Management journey
- Experience at applying your new tools in a safe learning environment

Course Details

Dates: 11 – 12 June
9 - 10 September
Cost: \$1,995 + gst
Enquiries & Bookings: info@meuus.com.au

Meet your facilitator - Bev Andrews

Bev is a passionate Change professional with a vast experience in implementing, coaching and facilitating Change Management.

Bev's motivation for ASPIRE came after years of recreating change methodologies and tools for



her clients. Bev provides context and practical examples when explaining the foundational theories, tools and change methodologies. Bev is currently the President of the Association of Change Management Professional (ACMP) Perth Chapter

Who will benefit from this course?

- Individuals wanting to understand the change process
- Business Managers, Team Leaders and Supervisors leading themselves and others through change
- Agile Practitioners wanting to have a foundational understanding of the change management function
- Project Managers, Business Analysts and project support who want to understand the relevance and alignment of change into successful projects

The speed of change is accelerating. Learn how to successfully manage change at all organisational levels. Learn the theory and practice of Change Management and gain an internationally recognised qualification. There are also additional practical tools and tips that you won't find in other courses.

N.B. This [Change Management course is fully accredited by APMG](#) and is based on a text book aligned with the [Change Management Body of Knowledge](#).

<p>Foundation - 3 days Change Management Foundation Course covers all aspects of change including how individuals learn and react to change, approaches to organisational change, best practices in communications and stakeholder engagement and how to prepare for change and deal with resistance. Includes a short discussion on the Prosci ADKAR® methodology and compares it to other approaches.</p>	<p>Practitioner – 1.5 days Change Management Practitioner Course you'll gain a deeper knowledge of the principles of Change Management, learn new material, and gain an understanding of how to implement and sustain change in organisations. This qualification is endorsed by the Change Management Institute who recognise the practitioner level as fully meeting the knowledge requirements for their accreditations.</p>
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The Foundation course covers

Individuals: How they learn, what motivates them and how they react to change.

Organisations: Different approaches to organisational change, emergent versus planned change, typical roles in change and organisational culture.

Communications and stakeholder engagement: best practices in communications and how to identify, segment and engage with stakeholders.

Change Practice: Assessing the change impact, preparing for change, and dealing with resistance.

The Practitioner course is scenario based, where you learn

- How to analyse and plan for learning during change.
- The links between change management and the different types of project environments.
- How agile projects can impact on the change management process.
- Different levels of adoption during change.
- Tools and approaches for sustaining change.

Course Details:

22 – 24 May (CMF) \$1,995 + gst
 27 & 28 May (CMP) \$1,295 +gst
 Purchased as a combined course for \$2,695 + gst

Contact info@meuus.com.au to secure your place

Meet your facilitator - Bev Andrews

Bev is a passionate Change professional with a vast experience in implementing, coaching and facilitating Change Management.



Bev provides context and practical examples when explaining the foundational theories, tools and change methodologies. Bev is currently the President of the Association of Change Management Professional (ACMP) Perth Chapter.

Who will benefit from this course?

- Change professionals seeking recognition of their experience and skills
- Business Managers, Team leaders and Supervisors leading themselves and others through change
- Individuals wanting to understand the change process
- Agile practitioners wanting to have a foundational understanding of the change management function
- Project Managers, Business Analysts and project support who want to understand the relevance and alignment of change into successful projects

The speed of change is accelerating. What tools do you need to deliver in an Agile environment?

This 2 day course has been designed specifically to address common change management issues in an agile environment. Rapid Agile Change Management (RACM) examines the causes of this problem and proposes a simple solution that can be tailored to the size of the change

RACM combines standard agile practices and with change management tools in a new approach to managing change within an agile environment, enabling you to:

- Be more effective in less time
- Respond quickly to changing priorities
- Respond quickly to changing scope
- Keep focussed on the goals of change management and the objectives of the change initiative
- Learn to work with agile delivery teams
- Match change management activities to the time and resources available

Our learning objectives include:

- Common agile techniques and practices
- The clashing mindsets in a typical agile delivery environment
- How to operate change management in the face of short delivery sprints with shifting priorities and plans
- How to perform a rapid impact analysis
- How to use an agile approach to change management for larger initiatives - a simple 4 step approach with 7 guidelines
- A simple approach to suggesting and ranking 'change proposals'
- The cultural implications of moving to agile

Course Details:

8 – 9 July
19 - 20 August

\$1,195 + gst

Contact:
info@meuus.com.au to secure your places

#41		
As a: Customer Service Team Leader		
I want to: Have a better understanding of the why, what and when of the upcoming changes		
So that: I can ensure my team is prepared		
Otherwise: Reduced acceptance of new process and risk of changes being poorly implemented		
Business value	Effort	PTO Criteria
3	5	

Who will benefit from this course?

- Change managers who need to work alongside agile delivery teams
- Change managers dealing with rapidly shifting needs and priorities, while working with limited resources
- Agile practitioners intent on delivering value to the business
- Change managers looking for a new approach to managing their work.

A Simple Change Proposal

The RACM approach was developed by Dan Skelsey, a contributing author to CMI's *Change Management Body of Knowledge* an editor and contributing author of *The Effective Change Manager's Handbook*, and a contributing author to the *Local Change Agents Handbook*.

The RACM approach synthesizes discussions about the issues and solutions with a range of change management and agile practitioners working across several industries.



You do not need to know agile or be an expert change manager to attend this course. The foundations of agile and change management will be explained to provide you with an understanding and then we will focus on how they can work together. For more advanced understanding of agile techniques, consider our AgilePM Course and for a more advanced understanding of Change Management, consider our Change Management course.